

Date: 4<sup>th</sup> September 2020

To,

The Director,  
Yashaswi Education Society's  
International Institute of Management Science  
Near Ramkrishna More Auditorium.  
Opposite Elpro International,  
Chinchwad, Pune – 411033.

Subject – Appointment of Yashaswi Education Society's to conduct the salary survey for Blue collar permanent employees

Dear Prashant,

We hereby appoint Yashaswi Education Society's to conduct the compensation and benefits survey for Blue collar permanent employee categories. We also want you to cover in your survey following peer group companies but not limited to :  
Dana Spicer, Gabriel, Lear, GKN, ZF India, TACO, Hendrickson, ASAL, Carraro, Endurance, Bharat forge, Kalyani Forge etc.

This engagement letter is given to you to gather the compensation and benefits data as per our requirement discussed and agreed with you.

Regards,



Gayatri Taranekar

Human Resource Manager

## Tax Invoice

<b>International Institute of Management Sci -(15-16)</b> YASHASWI EDUCATION SOCIETY Chinchwad PUNE State Name : Maharashtra, Code : 27	Invoice No. <b>1</b>	Dated <b>19-Oct-2020</b>
	Delivery Note	Mode/Terms of Payment
	Supplier's Ref. <b>1</b>	Other Reference(s) <b>04.09.2020</b>
	Buyer's Order No.	Dated
	Despatch Document No.	Delivery Note Date
	Despatched through	Destination
Buyer <b>Linamar India Pvt Ltd</b> Office at Plot No 3& 4, Plot. No. 3&4,gat No. 679/1/2/3 chakan Alandi Rd. Chakan,, PUNE GSTIN/UIN : 27AACCL5351J1ZE State Name : Maharashtra, Code : 27	Terms of Delivery	

SI No.	Description of Services	HSN/SAC	Quantity	Rate	per	Amount
1	<b>PROFESSIONAL FEES</b>					<b>75,000.00</b>
2	<b>SGCT @ 9%</b>					<b>6,750.00</b>
3	<b>CGST @9%</b>					<b>6,750.00</b>
<b>Total</b>						<b>₹ 88,500.00</b>

Amount Chargeable (in words) <b>INR Eighty Eight Thousand Five Hundred Only</b>	E. & O.E
Declaration We declare that this invoice shows the actual price of the goods described and that all particulars are true and	for International Institute of Management Sci -(15-16)  Authorised Signatory



**YASHASWI ACADEMY FOR SKILLS**  
PLOT NO. 1051A, CTS NO. 72/1, YASHASWI HOUSE,  
PRABHAT ROAD, LANE NO 15,  
PUNE- 411004  
State Name : Maharashtra, Code : 27  
E-Mail : finance@yashaswigroup.in

**Receipt Voucher**

No. : 213

Dated : 6-Apr-2021

Particulars	Amount
<b>Account :</b>	
Linamar India Pvt Ltd	<b>88,500.00</b>
Agst Ref YAS0018053 88,500.00 Cr	
<b>Through :</b>	
Bank of India A/c.051420110000838	
<b>On Account of :</b>	
06-04-2021 NEFT-LINAMAR INDIA PRIVATE LIMITED 88,500.00	
<b>Amount (in words) :</b>	
INR Eighty Eight Thousand Five Hundred Only	
	<b>₹ 88,500.00</b>

Authorised Signatory



Yashaswi Education Society's  
International Institute of Management Science,  
Chinchwad, Pune-411033



**COMPENSATION & BENEFIT SURVEY OF  
BLUE-COLLAR EMPLOYEES  
FOR**





**Yashaswi Education Society's  
International Institute of Management Science,  
Chinchwad, Pune-411033**

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**Yashaswi Education Society's  
International Institute of Management Science,  
Chinchwad, Pune-411033**

**Compensation & Benefit Survey of Blue-Collar Employees**

**Blue-Collar Employees Strength in the Organisation:**

Table 1 Showing Blue-Collar Employee Strength:

Name of the Company	GKN SINTER METAL'S PVT. LTD.	BHARAT FORGE LTD	TM SEATING AUTOMOTIVE INDIA PVT LT (TACO GROUP CO)	Kalyan Techno Forge	Lear Automotive India Pvt Ltd	Endurance Technologies Limited	Hendrickson India (Watson & Challin India Pvt Ltd.)	IPD-TACO	Automotive Stamping and Assembling Ltd. (ASAL)	LS Automotive India Pvt Ltd(A Korean MNC)	Dana India Pvt Ltd.	CNH Industrial Pvt. Ltd. Chakan	ZF India Ltd.	Gabriel India Limited	Total
Number of On-Roll Employees	396	1300	84	171	590	186	50	1340	325	9	58	16	337	1748	6610
Number of Off-Roll Employees	150	0	125	370	400	700	15	350	470	160	350	221	364	875	4550
Total	546	1300	209	541	990	886	65	1690	795	169	408	237	701	2623	11160

Table 2 Showing the Percentage of Blue-Collar Employees in the Organisations:

Name of the Company	GKN	BF L	TS AIP LT	KT F	Lear	ET L	HI	IPD-TACO	ASAL	LS A	DI	CNH	ZF India Ltd	GI	Avg. %
On-Roll Employees	72.53	100	40.19	31.61	59.60	20.99	76.92	79.29	40.88	5.33	14.22	6.75	48.07	66.64	47.36
Off-Roll Employees	27.47	0	59.81	68.39	40.40	79.01	23.08	20.71	59.12	94.67	85.78	93.25	51.93	33.36	52.64
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100.00